



State of Wisconsin
Department of Workforce
Development

You're invited to the Milwaukee South LABOR LAW CLINIC!

- ◆ December 1, 2010 (Wednesday) ◆ 8:00 a.m. - 3:30 p.m.
- ◆ Clarion Hotel and Conference Center ◆ Milwaukee, WI

Here Is What Will Be Offered	8:00 a.m. - Check-in 8:30 a.m. - KICKOFF 8:45 a.m. - <u>"Deciding Who Is Eligible for Unemployment Insurance Benefits"</u> <i>Emily Savard</i> 10:00 a.m. - Break 10:15 a.m. - <u>"Defining Misconduct Under Wisconsin's UI Law"</u> <i>Emily Savard</i> 11:45 a.m. - Lunch 12:30 p.m. - <u>"An Overview of Wisconsin's Labor Standards Laws"</u> <i>Paola Parodi</i> 1:45 p.m. - Break 2:00 p.m. - <u>"Workplace Harassment"</u> <i>James Drinan</i> 3:15 p.m. - Wrap-up, adjournment
Time	Check-in begins at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m.
Cost	\$77 per person. Substitutions allowed. PRICE INCLUDES: Juice, coffee, and rolls upon arrival, refreshments at breaks, and lunch; handouts for all presentations on the agenda.
Site	Clarion Hotel and Conference Center , 5311 S. Howell Avenue, Milwaukee, WI, 53207. Phone: 414 481-2400.
Registration	Complete and return the form that appears below. Seating is limited, so early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Note: Last day for refunds or cancellations is November 23, 2010. Registrations not cancelled by this date shall be subject to full payment of the registration fee. Contact WETA at 608 242-4583 if you wish to confirm that your registration was received or to cancell. Please keep all of the above information for future reference and return only the reservation form below.

PLEASE RESERVE _____ SEATS at the Milwaukee Labor Law Clinic at \$77.00 each for a total of \$ _____
_Make checks payable to: WETA.

Name(s) 1. _____ 3. _____

2. _____ 4. _____

Email(s) 1. _____ 2. _____

3. _____ 4. _____

Company/firm Name _____

St. Address (P.O. Box) _____

City _____ State _____ Zip _____ phone _____

TO REGISTER: Mail this form together with payment to Wisconsin Employment and Training Association (WETA), 1213 N. Sherman Avenue, PMB 324, Madison, WI 53704 **OR**, FAX to **WETA** at 608 242-4553. **NOTE:** To ensure your registration is accepted, please send payment immediately.

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HERE'S WHAT WE'LL COVER!

8:45 a.m. “Deciding Who Is Eligible for Unemployment Insurance Benefits” Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as “able to work” and “available for work” are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

10:15 a.m. “Defining Misconduct Under Wisconsin’s UI Law” Identifies the factors used by UI staff and the courts to define misconduct which can result in a claimant’s disqualification for UI benefits. Covers what is and isn’t a termination for misconduct, including absenteeism, dishonesty, and violation of company rules. Also covers the basic elements which UI considers in its investigation of a discharge issue, what information UI requests from employers and claimants, and their appeal rights.

12:30 p.m. “An Overview of Wisconsin’s Labor Standards Laws” Focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor. Time permitting, also provides information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

2:00 p.m. “Workplace Harassment” Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

HERE ARE YOUR PRESENTERS!

EMILY SAVARD has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the Division as a Disputed Claims Analyst. In this capacity, she assists in the development of laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, and provides technical assistance on complex claims. She also responds to inquiries from employers, claimants, and the legislature, as well as testifying at Unemployment Insurance appeal hearings. Emily is a graduate from the University of Wisconsin-Madison.

PAOLA PARODI began employment with the State of Wisconsin in February 2006. She currently works as a labor standards investigator in the Equal Rights Division in Milwaukee. She graduated from the University of Notre Dame with a degree in Government and International Relations, and then from the University of Wisconsin Law School.

JIM DRINAN has been employed by the Equal Rights Division for 30 years and has supervised the Civil Rights Investigators in the Milwaukee Office for the past five years. During his first 25 years with the Division, he worked as an investigator. He is a graduate of Central Michigan University, where he majored in Political Science and Education.

IS THIS YOUR FIRST CLINIC?

THIS DAYLONG CLINIC will include speakers from the Unemployment Insurance, Equal Rights, and Worker’s Compensation Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary.

YOU'LL ALSO GET the latest information about any recent developments in court cases affecting these topics. You'll have lots of opportunities to ask questions of the experts who administer the laws and programs. And we'll have DWD literature to help you during and after the Clinic with these and other DWD-administered programs.

THIS CLINIC IS DESIGNED TO BE OF MOST HELP to persons needing an initial orientation to these topics or who wish to reconfirm their understanding of the basics. It also is designed for those who have specific questions to ask the speakers about the basic or more complex aspects of the programs.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS). A schedule of future labor law clinics can be viewed on the Department of Workforce Development website at: <http://dwd.wisconsin.gov/laborlaw/>